

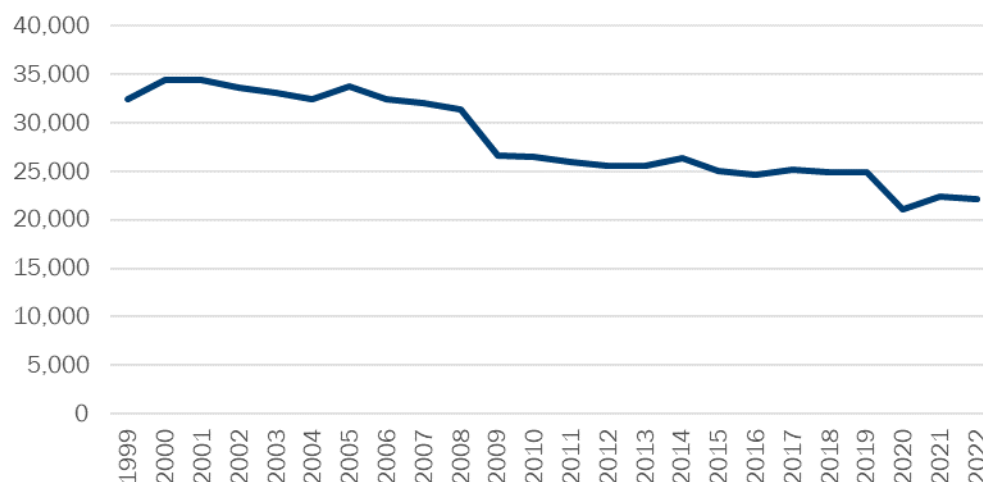
WORK COMP CLAIM FREQUENCY IN MONTANA 2023

Montana has experienced a steady decline in the frequency of work-related claims over the years, according to the trends in First Reports of Injury (FROIs)(figure 1), reported to the Employment Standards Division (ESD), and trends in frequency reported by the National Council on Compensation Insurance (NCCI). From 1999 to 2022, reported FROIs declined -32% , for all employers, and lost-time claims declined -27%.

The declines in work-related injuries has been a nationwide trend, and in Montana, safety training, education, and resources have become more readily available and wide-spread, which may be impacting the trends. Training through the SafetyFest or through the Safety Bureau's consultation and inspection programs have made great strides in educating employers and employees. The Safety Bureau also provides statewide training in schools and colleges for OSHA 10 and 30 cards. There is greater awareness among employers and businesses on proper lifting techniques, ergonomics, and proper personal protective equipment (PPE) to promote workplace safety. This is shown in figures 4 and 5 with the large declines in sprains and strains.

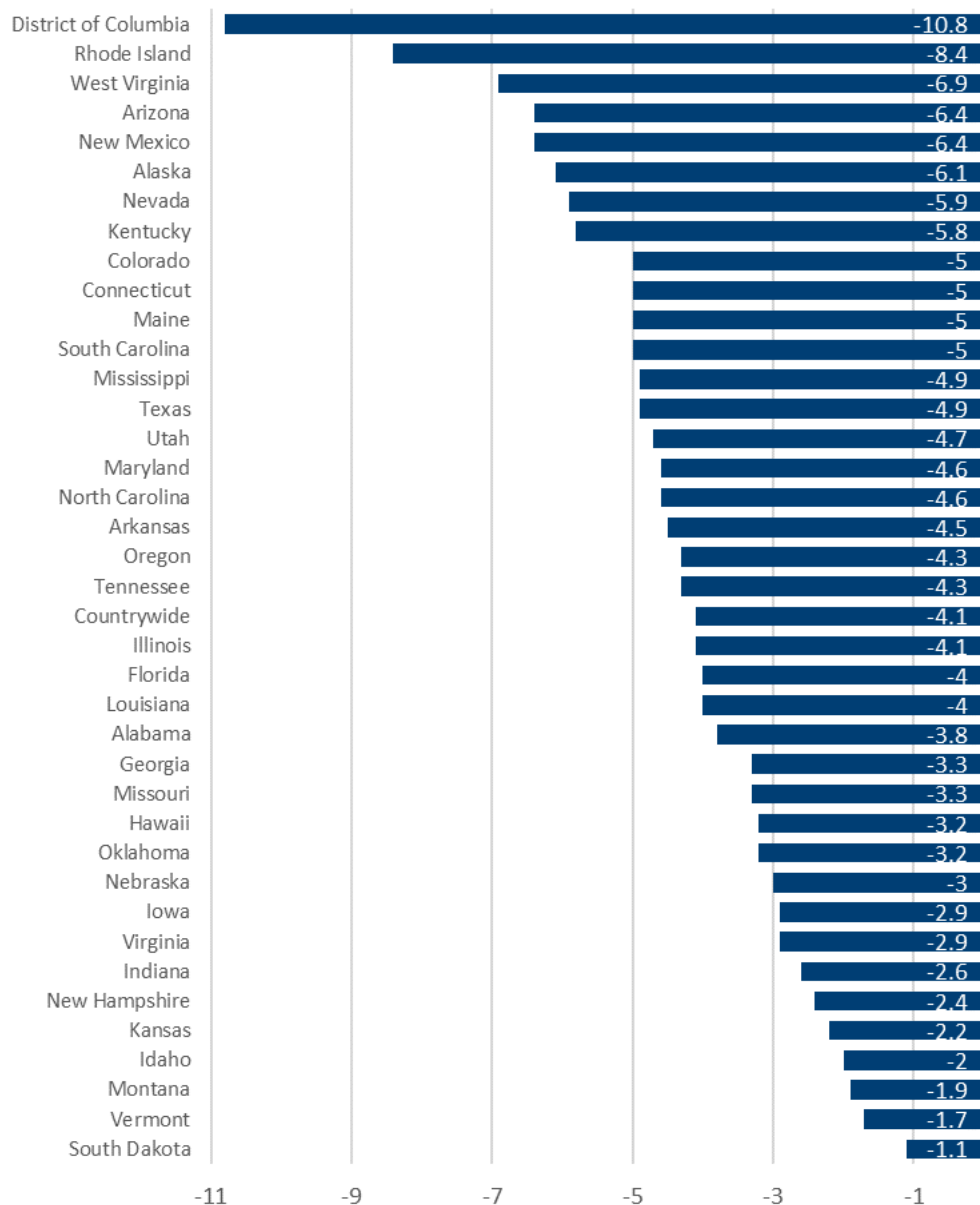
The following figures show the work-related injury declines by frequency, nature and cause of injury, part of body, industry, and season.

1. Montana's Number of First Reports of Injury (FROIs) by Injury Year



Montana's frequency has declined -1.9% between 2016 and 2020. This is shown in figures 2 and 3 below. The trend is nationwide but compared to other states in the country and region, Montana has had a more modest decline. The states with greater changes may or may not have had changes in legislation, work comp reforms, or reporting that made an impact during those years.

2. NCCI's Average Changes in Frequency Observed Between 2016 and 2020 by Jurisdiction



Frequency and Severity Results by State, NCCI, March 2022

3. Montana's Average Changes in Frequency Observed Between 2016 and 2020 Compared to Regional States

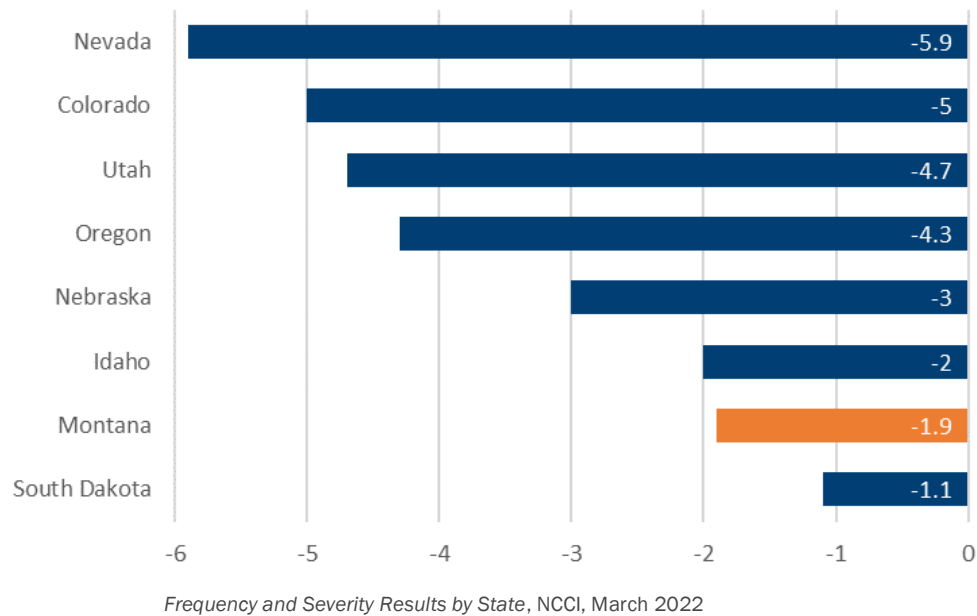
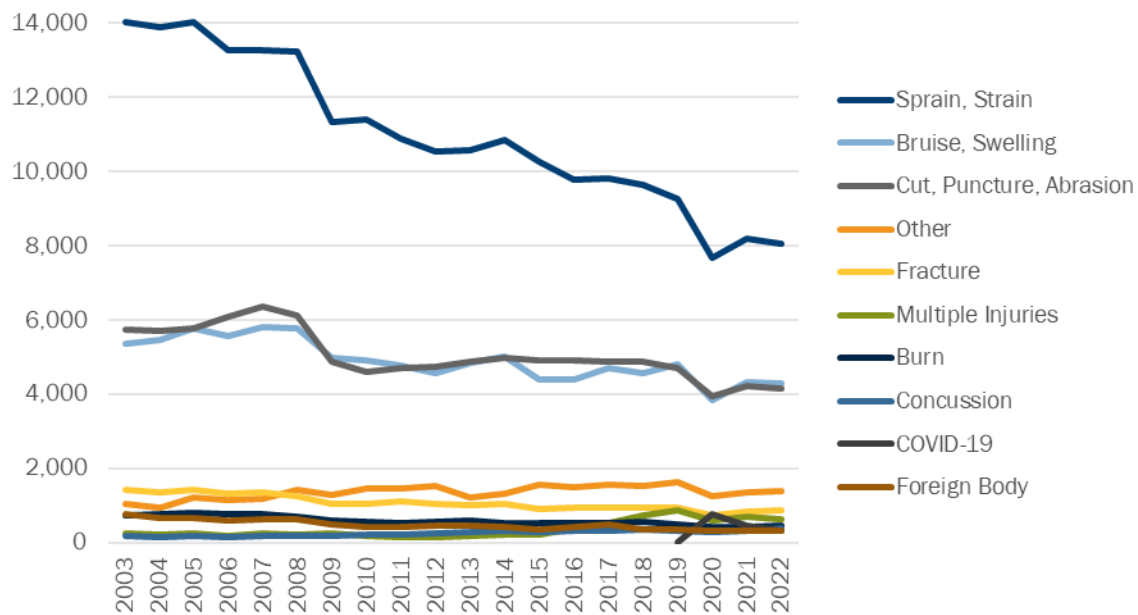
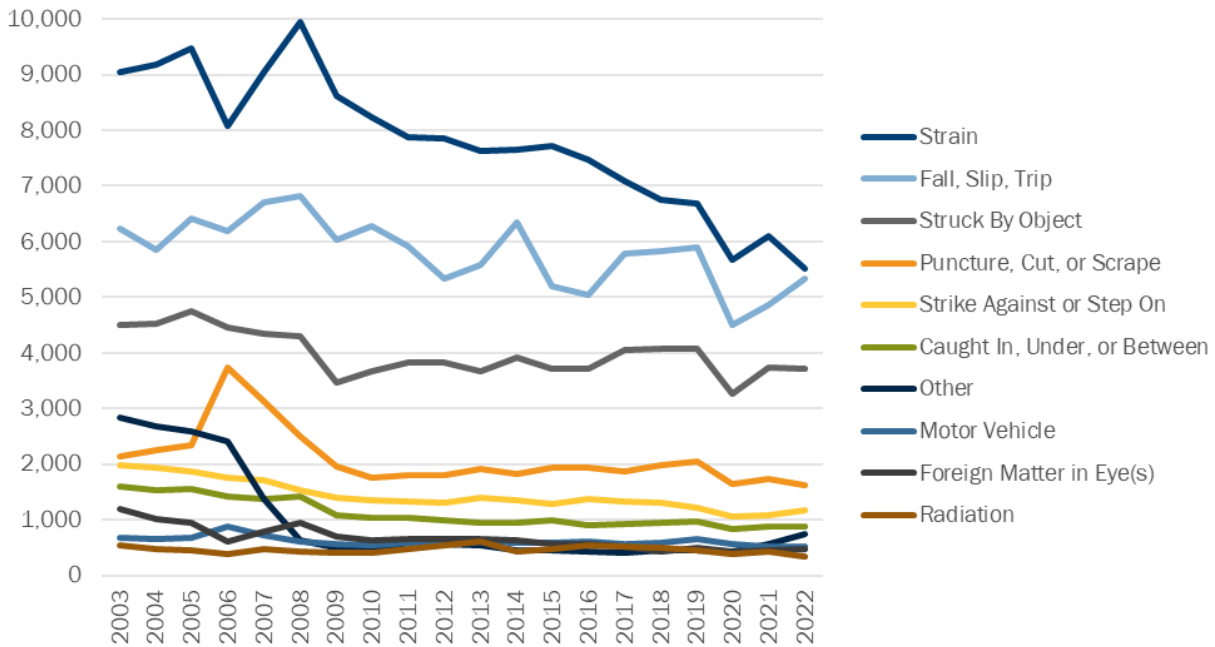


Figure 4 shows a -43% decline in sprains and strains, the most frequent injury, from 2003 to 2022. Bruise and swelling had a -20% decline and cut, puncture, and abrasion a -28% decline. The majority of the other types of injuries, below 2,000 reported each year, also experienced declines. Figure 5 shows the changes over time by the cause of injury groups.

4. Montana's Number of FROIs by Injury Year and Top Nature of Injury Groups

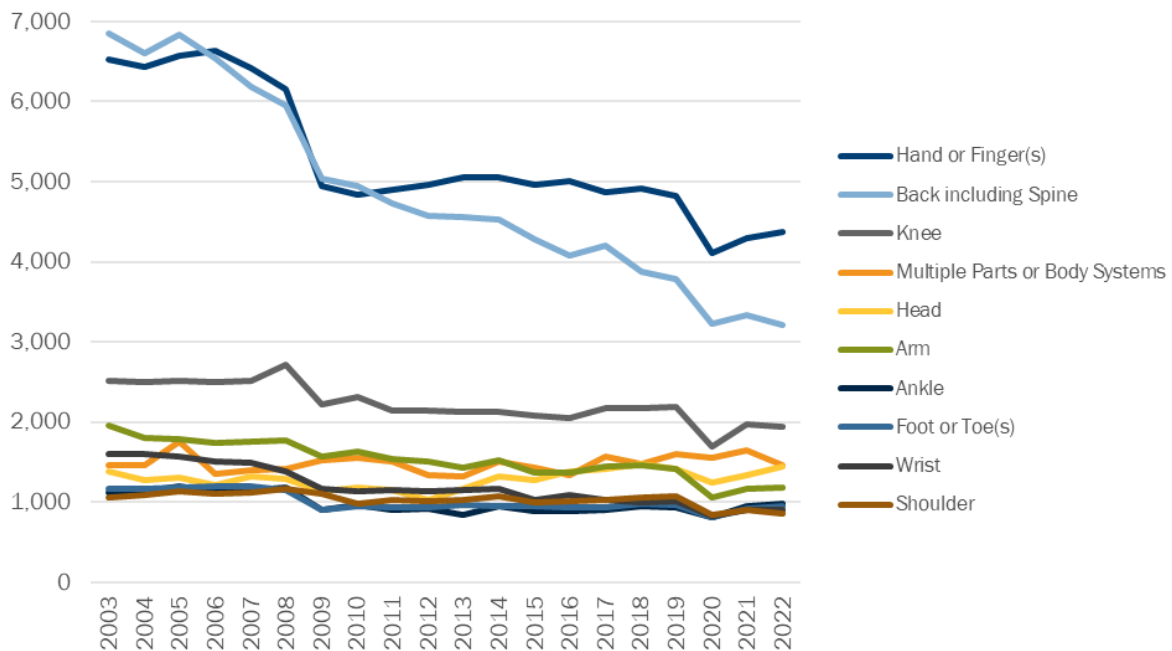


5. Montana's Number of FROIs by Injury Year and Top Cause of Injury Groups



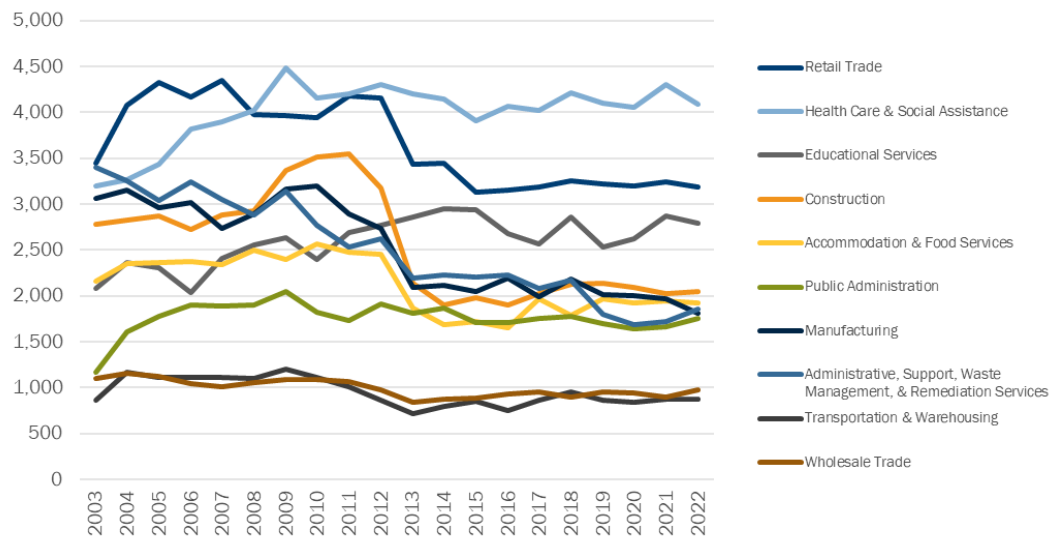
Injuries related to the back including the spine had a -53% decline (figure 6) while hand and finger(s) injuries declined -33% from 2003 to 2022.

6. Montana's Number of FROIs by Injury Year and Top Part of Body Groups

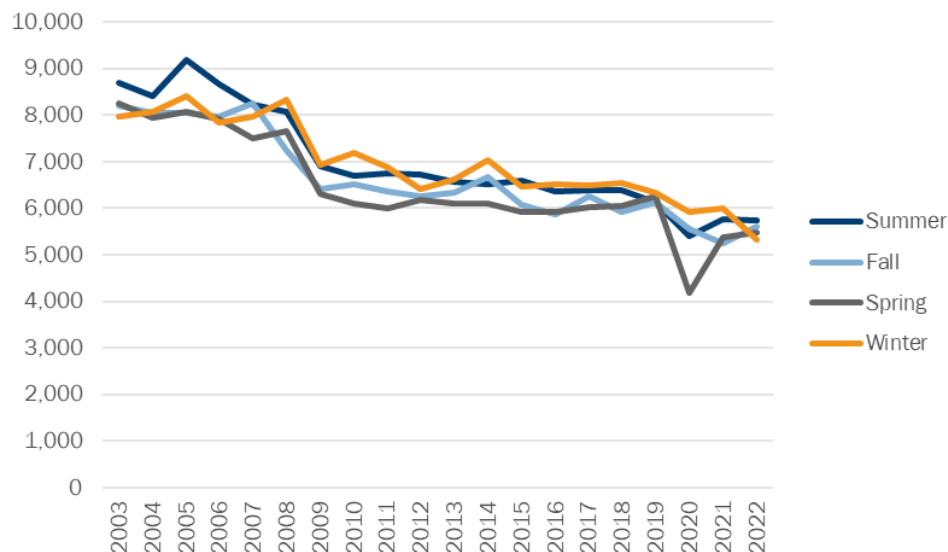


The construction industry in Montana experienced a large decline in the number of injuries in 2011 but has since remained relatively steady. Education experienced increases in injuries until 2019 and 2020 when the impacts of the Covid pandemic showed very noticeable decreases. In the Spring of 2020, all reported injuries were down significantly overall (figure 8). Over the years, many of the industries experienced declines in injuries or remained steady (figure 7).

7. Montana's Number of FROIs by Injury Year and Top Industry Groups



8. Montana's Number of FROIs by Injury Year and Season



The Employment Standards Division (ERD) will continue to monitor these trends from year to year to see if the direction remains downward. Current publications regarding workers' compensation can be found on our webpage at <https://erd.dli.mt.gov/workers-compensation-research>.

Published January 2023

Montana Department of Labor & Industry
Employment Standards Division
P.O. Box 8011, Helena, MT 59604

The data in this report is as accurate as reported to the Montana Department of Labor & Industry's (DLI) Employment Standards Division (ESD). Counts and totals may change over time due to updated reports and data clean-up efforts. Federal workers' injuries are not represented in this report.

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